

**Senior Community Service Employment Program
Analysis of Service to Minority Individuals, PY 2019**

Volume I

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Introduction

The Section 515 of the Older Americans Act requires that the Senior Community Service Employment Program (SCSEP) conduct an analysis of the levels of participation of and the outcomes achieved by minority individuals for each grantee by service area and in the aggregate.

This analysis looks at the participation levels of and outcomes achieved by minorities in PY 2019. It uses the same approach and analyses employed in the reports for PY 2006 through PY 2018. Part I of Volume I provides a comparison of the participation of minority groups in SCSEP to their proportion in the population. Part II of Volume I examines the employment outcomes of minorities in SCSEP compared to non-minorities. This PY 2019 report uses the outcome measures first implemented in PY 2018 -- employment in the second quarter after the exit quarter, employment in the fourth quarter after the exit quarter, and median earnings – instead of the three Common Measures used in reports prior to PY 2018. However, the methodology for identifying disparities in outcomes is unchanged since PY 2006. The detailed tables for all of the analyses are contained in Volume II.

Summary of Findings

SCSEP Participation

This PY 2019 analysis of minority participation in SCSEP compared to the incidence of minorities in the population is based on custom tables from the US Census Bureau's full American Community Survey (ACS) data set for 2015 through 2019. In this report, if a significantly lower rate of SCSEP participation by a minority category with regard to a program operated by a grantee is reported, two tests have been met: the number of SCSEP participants for that minority category is less than 80% of that category's incidence in the SCSEP-eligible population, and the difference is statistically significant at the .05 level. In contrast, if a significantly higher rate of participation is reported, only one test has been met: the minority participants were served in greater proportion than their incidence in the population and the difference is significant at the .05 level. In both cases, the population with which SCSEP participants are compared is the number of poor elderly in the service areas of the grantees or of SCSEP as a whole. For SCSEP at the nationwide level, as well as for national grantees as a group and state grantees as a group, a significantly lower rate of participation is determined based on the single test of statistical significance at the .05 level.

In years prior to PY 2011, for practical reasons, the analyses were performed at the state level for both state grantees and national grantees (for each state in which each national grantee operates). This year, as in PY 2011-PY 2018, the analyses are based on each grantee's own service area. Each grantee's service area was constructed by weighting the percentage of each minority group in the population of a county by the number of authorized SCSEP positions the grantee has in the county. This method results in more accurate and relevant comparisons of each grantee's enrollment of minority groups based on their incidence in the population in the areas served by each grantee. See pages 5-6 for a full discussion of the data sources and methodology used.

Using this approach to the grantees' service areas based on the 2015-2019 ACS county data, the following are the findings of this analysis:

- At the nationwide level, minorities overall, Blacks, American Indians, and Pacific Islanders had significantly higher participation rates than non-minority groups. Asians and Hispanics had significantly lower participation rates.
 - One state grantee had a significantly lower participation rate for minorities overall.
 - Sixteen grantees, eight state grantees and eight national grantees, had significantly lower participation rates for Hispanics.
 - One national grantee had a significantly lower participation rate for Blacks.
 - Forty-five grantees, twenty-eight state grantees and seventeen national grantees, had significantly lower participation rates for Asians.
 - Twelve grantees, ten state grantees and two national grantees, had significantly lower participation rates for American Indians.
 - Two state grantees had significantly lower participation rates for Pacific Islanders.
- An analysis of the national grantees for each state in which they operated showed that they had significantly lower participation rates for minority groups in 20.3% of the possible instances (counting as an instance the six minority categories in each state in which each of the national grantees operated).

Because PY 2011-2019 analyses use weighted, five-year county level data rather than unweighted, three-year state level data from the ACS, comparison should not be made with results for years prior to PY 2011.

SCSEP Outcomes

The methodology for the analysis of minority disadvantage for SCSEP participant outcomes is unchanged since the first Minority Report in PY 2006: Outcomes for Blacks, Asians, American Indians, and Pacific Islanders are compared to outcomes for Whites; Hispanic outcomes are compared to non-Hispanics outcomes; and an aggregate of all minority outcomes is compared to an aggregate of all non-minority outcomes.

The first outcome analysis compares the White employment rate in PY 2019 with the rates for individual racial groups. Nationwide, the White employment rate in the second quarter after the exit quarter ("Q2") was significantly higher than the employment rate for American Indians and Pacific Islanders. In the case of national grantees as a group, the White employment rate in Q2 was significantly higher than the rate for American Indians. For state grantees as a group, the White employment rate in Q2 was significantly higher than the rate for Pacific Islanders. In addition, there were four instances of a disparity among racial groups for individual grantees in Q2 employment rates; in all instances Whites had significantly higher employment rates than Blacks.

At the nationwide level and for national grantees, there was an advantage to minorities when considering ethnicity: Hispanics were employed at a higher rate in Q2 than non-Hispanics. There were no disparities based on ethnicity in the Q2 employment rate among the individual grantees.

A nationwide analysis of employment rates in the fourth quarter after the exit quarter (“Q4”) showed Whites had a significantly higher rate of employment than Pacific Islanders. In an analysis of national grantees as a group, the White employment rate in Q4 was significantly higher than that for American Indians. In an analysis of state grantees as a group, the White employment rate in Q4 was significantly higher than that for Pacific Islanders. Five individual grantees showed evidence of racial disparity in Q4; in all five instances, Whites were employed at a higher rate than Blacks. At the nationwide, national grantee, and state grantee levels, Hispanics were employed at a rate in Q4 significantly higher than non-Hispanics. There were no ethnic disparities in Q4 employment rates among the individual grantees.

Median earnings analyses at the nationwide, national grantee and state grantee levels in PY 2019 showed no disparities that disadvantaged any racial group. For one individual grantee, Blacks had lower median earnings than Whites, and for one individual grantee, Asians had lower median earnings than Whites. Nationwide and among state and national grantees, there were no significant differences in median earnings by ethnicity. One individual grantee showed a disparity in median earnings for Hispanics.

The final analysis for each of the employment measures compares all minorities to all non-minorities. In PY 2019, minorities were not disadvantaged in any employment outcome compared to non-minorities. At the grantee level, the minority employment rate in Q2 was lower than that of non-minorities for three individual grantees, two more than in PY 2018. For Q4 employment, one individual grantee showed a disadvantage for minorities, three less than in PY 2018; for median earnings, there was one individual grantee with a disparity for minorities overall.

Part I: Participation

Data Sources

There are two major data sources for the analyses of minority participation in SCSEP. One set of data is from the SCSEP Performance and Results QPR System (SPARQ) for PY 2019. The other set of data, for the incidence of minority groups in the United States population, is the 2015-2019 American Community Survey (ACS). The US Census Bureau, using the full ACS data set, developed custom tables at the county level for this report.

The ACS was used to determine the number of individuals over 55 years of age and at or below 125% of the federal poverty level in various minority categories in each county served by a SCSEP grantee in each state. This defines the population of minority individuals whom the program could serve. The participation analysis looked at 71 of the 75 SCSEP grantees. (The State of Maine did not have a grant in PY 2019 and thus is not included in the count of grantees.) The three overseas territories, American Samoa, Guam, and the Northern Marianas, as well as the Virgin Islands, are not included in this analysis because accurate and recent population data for low-income elderly are not available for those jurisdictions.

Both data sources were used to calculate the percentage of each minority group served by SCSEP: Black, American Indian, Asian, Pacific Islander, and Hispanic. Hispanic was determined by whether an individual identified as Hispanic or not Hispanic regardless of any racial category identified. The racial categories were calculated by placing individuals in a category if they identified solely with that racial category. This approach results in some individuals being excluded because they identified with more than one racial category. However, the percentage of individuals in the ACS who identify themselves as having more than one racial category is very small, 3.4% among all ages, and only 1.8% of all those 55 and over and at or below 125% of the federal poverty level. For SCSEP, the number is even smaller: less than one percent of participants identified as having more than one racial category. A minority overall variable was created for both data sets by counting any individual who chose any racial minority category and/or designated himself or herself as Hispanic.

Methodology

The data from the ACS custom tables and from SPARQ were compared in order to create estimates for each minority category for the following groups of SCSEP grantees:

- The nationwide SCSEP program as a whole;
- State grantees and national grantees, individually and as groups; and
- For each national grantee, each state in which that national grantee operates.

For each of these analysis groups, the incidence in the population of various minority categories was compared with the proportion of minority SCSEP participants served. Where the proportion of those served in SCSEP in a particular minority category was less than the incidence in the population, a statistical significance test (a z-test for proportions) was performed to determine whether the difference was likely to have occurred by chance. Statistical significance was set at the .05 level, meaning that the difference in the proportions could have occurred by chance fewer than five times

out of 100. At the grantee and national grantee by state levels of analysis, a calculation of the size of the difference was also made. At the grantee level, the number of instances of service below 80%, between 80% and 100%, greater than 100% to 120%, and over 120% was counted. In Appendices A and B of Volume II, grantees that served less than 80% of the incidence of a particular minority category are highlighted only if the difference is also statistically significant. See *Technical Notes on Reading the Tables in Appendices A and B* for additional details on the methodology.

As was the case for the PY 2011-PY 2018 Minority Reports, the population estimates of each minority category (limited to those in the population who are eligible for SCSEP, i.e., 55 years or over and at or below 125% of the Federal Poverty Level) for all grantees are based on the weighted averages of the population estimates for the counties in which each grantee has authorized SCSEP positions. For each grantee, the averages for each minority category in a state were calculated by multiplying the grantee's authorized positions in each county by the percentage of the minority category in the population for that county, summing the weighted percentages for that minority category in all counties in the state, and dividing the sum by the total of authorized positions in all counties in the state.

The national grantees' population estimates are the aggregation of their estimates in each state in which they operate. The population estimates for state grantees as a group and for national grantees as a group are the aggregations of all state grantee and national grantee estimates, respectively, and the nationwide estimates are the aggregation of the estimates of all state grantees and national grantees. Therefore, the state and nationwide estimates used in this report are unique to SCSEP and are different from the unweighted statewide and nationwide estimates published by the Census Bureau.

Throughout this report, a significantly lower rate of SCSEP participation by a minority category with regard to a program operated by a grantee means that both tests have been met: the number of SCSEP participants for a minority category is less than 80% of that category's incidence in the population, and the difference is statistically significant. 80% is the standard generally applied by DOL's Civil Rights Center to determine if a program's practices have an adverse impact on minority groups. It is also the standard employed by DOL to assess whether SCSEP grantees have substantially met their performance goals. Although instances of a significantly higher rate of participation by minorities are noted in Volume I, significantly higher rates are not highlighted or otherwise noted in the tables in the appendices in Volume II. For SCSEP at the nationwide level, as well as for national grantees as a group and state grantees as a group, a significantly lower rate of participation is identified based on the single test of statistical significance at the .05 level.

Given the very small population estimates for some minority groups, especially American Indians and Pacific Islanders, it is possible that a small Census estimate can still yield statistical significance. Although the associated participation rates may meet both criteria (less than 80% served and statistically significant), these instances do not meet the test of practical significance that the 80% rule was meant to determine. Therefore, where the Census population estimate for a minority category is less than 1% and there are fewer than 200 individuals in that minority category, no significantly lower rate of participation is indicated.

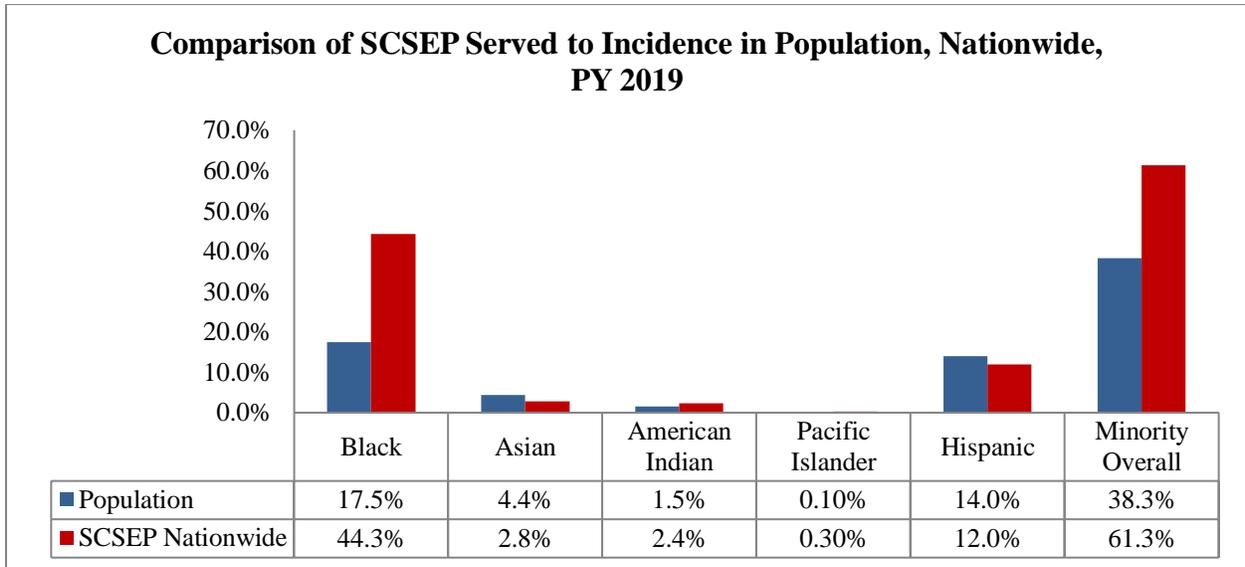
Limitations of the Analysis

There are three major limitations to this analysis of SCSEP minority participation:

1. The use of weighted Census county data rather than statewide data makes the analysis more relevant and useful to the grantees because the analysis is based on each grantee's actual service area. However, the use of county data increases the margin of error in the ACS population estimates because the county data samples in any given state are smaller than statewide data samples, and these smaller samples yield less accurate estimates than statewide data. Depending on the size of the sample, margins of error for state level data run from less than 1.0% to 43%. The use of county level data can yield a margin of error between .003% and over 67% for the smallest jurisdictions. Very small minority population estimates must be viewed with particular caution because the increase in the margin of error makes such small population estimates difficult to interpret.
2. The analyses for this year and the last nine years use weighted county level data rather than unweighted state data from the ACS; therefore, comparison with results for years prior to PY 2011 should not be made.
3. The focus of these analyses is whether any minority category had a significantly lower rate of participation in SCSEP. No effort was made to analyze the various factors that could have affected the participation rate, such as local economic conditions, the size of the grantee, or the grantee's outreach and recruitment practices.

Nationwide Results

Chart 1



As seen in Chart 1, at the nationwide level, SCSEP had a significantly lower rate of participation for Asians and Hispanics; SCSEP had a significantly higher rate of participation for Blacks, American Indians, Pacific Islanders, and minorities overall. The differences noted in Chart 1 are all statistically significant at the .05 level. The results are the same as for PY 2013 through PY 2018.

Chart 2

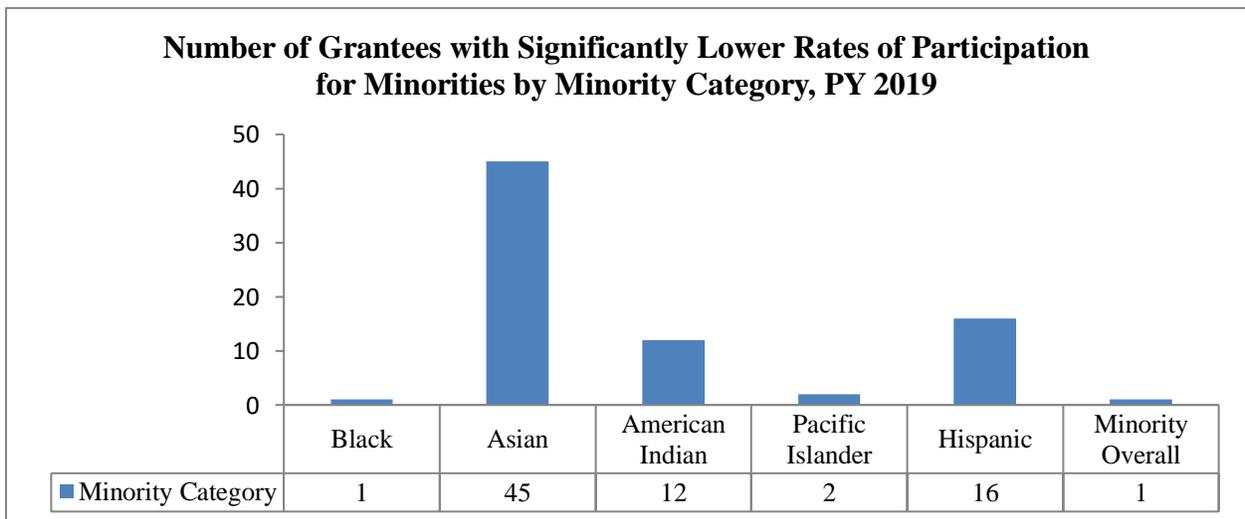


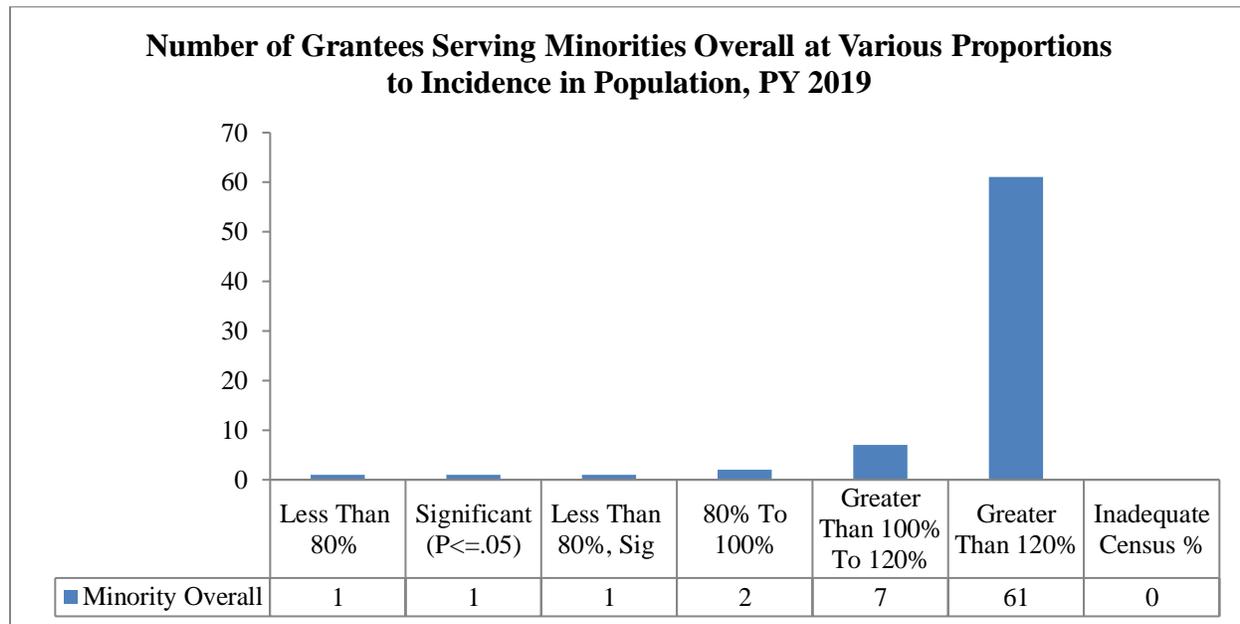
Chart 2 shows the number of individual grantees that serve less than 80% of a minority category where the difference is also significant at the .05 level. From PY 2018 to PY 2019, the number of grantees with a significantly lower rate for Blacks decreased from two to one; grantees with a

significantly lower participation rate for Asians decreased from forty eight to forty-five; grantees with a significantly lower rate for American Indians increased from nine to twelve; grantees with significantly lower rates for Pacific Islanders increased from one to two; grantees with a significantly lower rate for Hispanics decreased from twenty-three to sixteen; and grantees with a significantly lower rate for minorities overall decreased from two to one.

Analysis by Minority Category

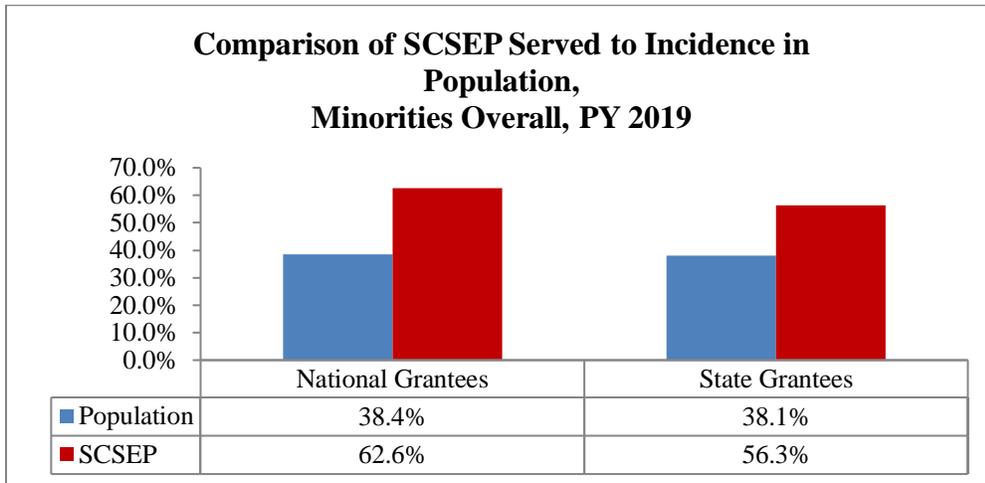
For minorities overall and for each minority category, six charts below present the number and percent of individual grantees that serve less than 80% of the proportion of that minority group in the population, as well as those serving 80% to 100%, greater than 100% to 120%, and greater than 120% of the proportion of that minority group in the population. Each of these charts is followed by an additional chart showing the analysis for state grantees and national grantees in the aggregate.

Chart 3



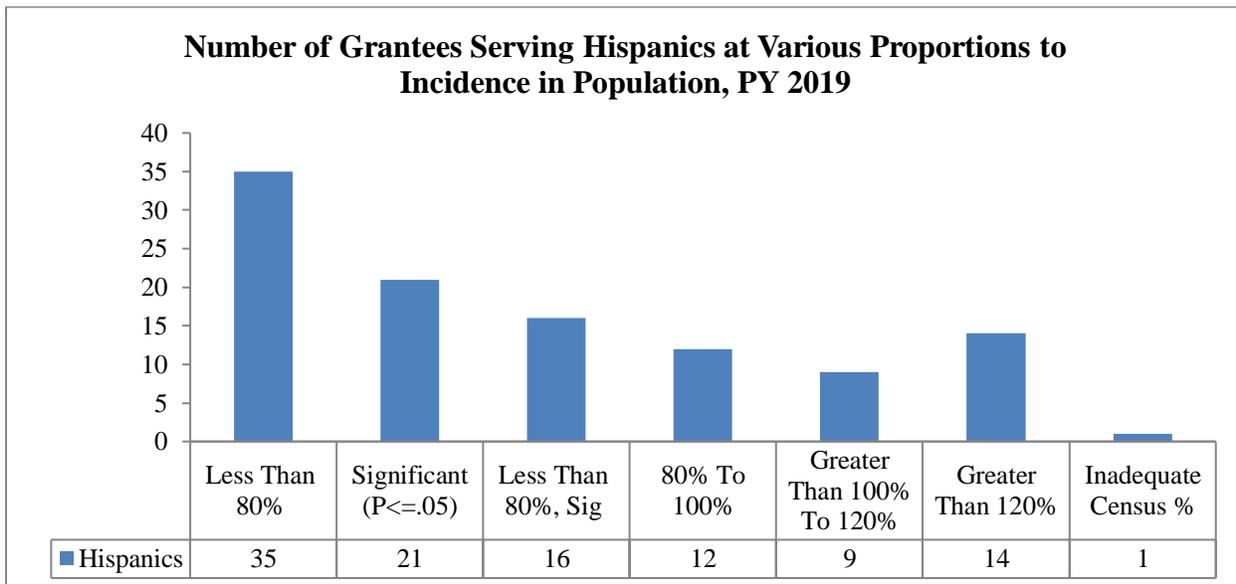
One grantee (New Mexico) had a significantly lower rate of participation for minorities overall, a decrease from two in PY 2018. Two grantees served minorities at 80-100% of their incidence in the population, a decrease from four PY 2018. Sixty-one grantees served minorities at over 120% of their incidence in the population, an increase of two from PY 2018 (59). None of the 71 grantees in PY 2019 had Census estimates that were 0% or too small to permit analysis.

Chart 4



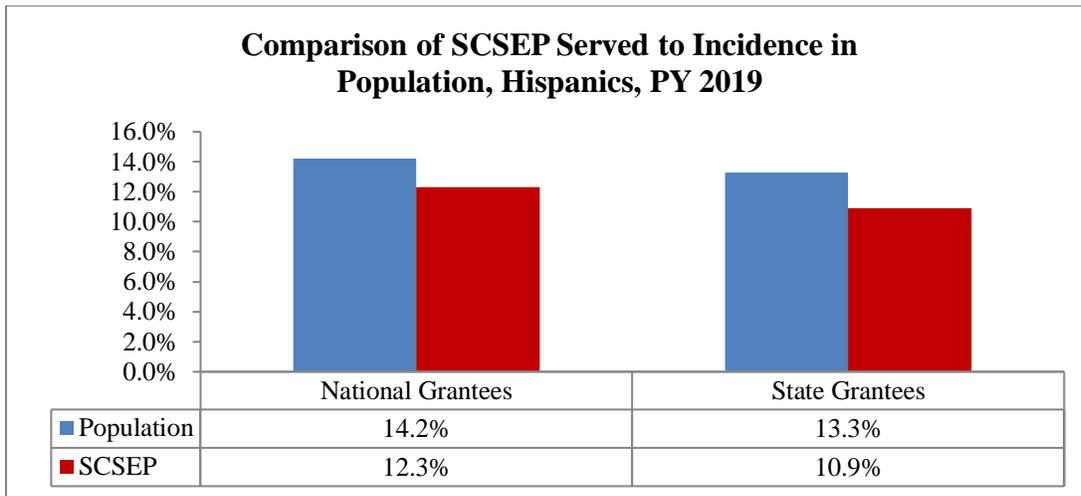
Both state grantees and national grantees as groups had a significantly higher rate of participation for minorities overall than for non-minorities. These differences are significant at the .05 level. The difference in rates of participation between national and state grantees is also significant.

Chart 5



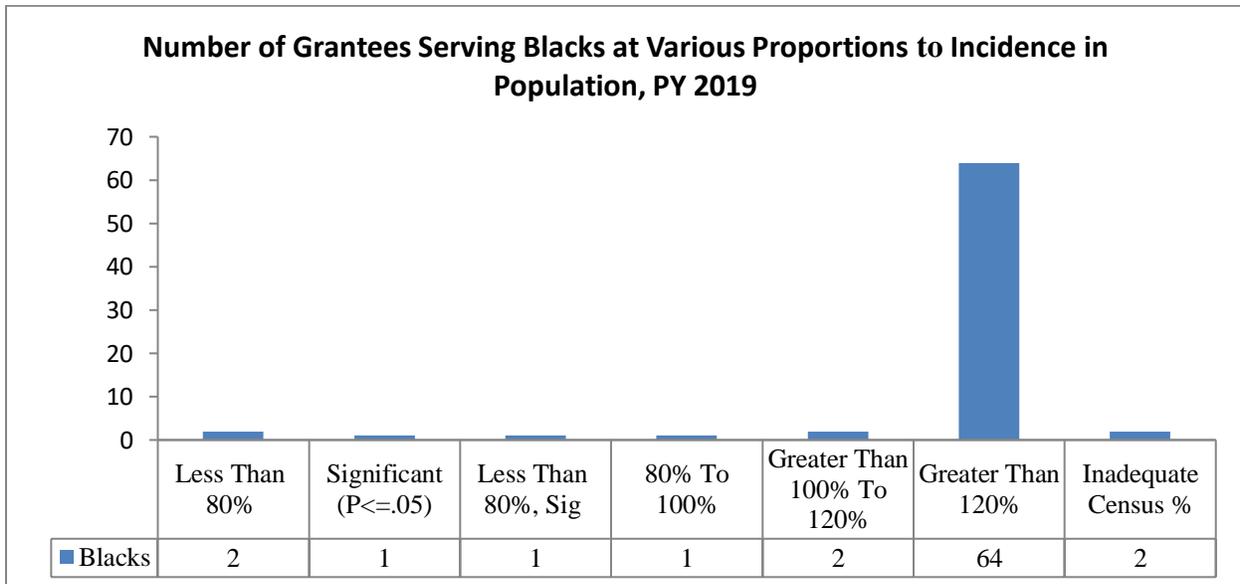
Sixteen grantees had significantly lower participation rates for Hispanics (less than 80% of the incidence of Hispanics in the population and statistically significant at the .05 level): Easter Seals, IID[S], NAPCA[S], NAPCA[G], NCOA, NULI, SSAI, The WorkPlace, Arkansas, Connecticut, Illinois, Minnesota, New Jersey, New York, North Carolina, and Washington. The number of grantees with a significantly lower rate for Hispanics decreased by seven from PY 2018 (23). Fourteen grantees served more than 120% of the proportion of Hispanics in the population, two more than in PY 2018. One of the 71 grantees had Census estimates that were 0% or too small to permit analysis.

Chart 6



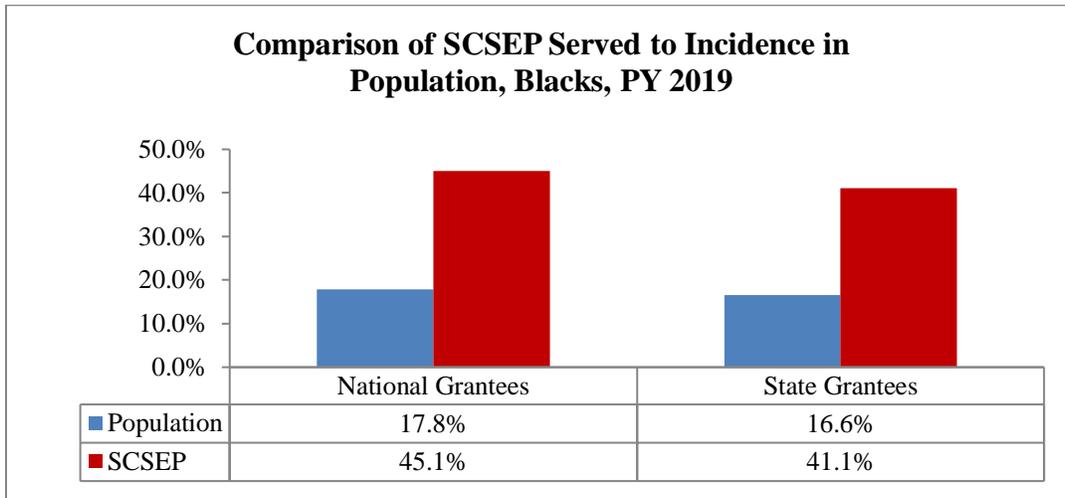
As in PY 2014 to 2018, both national and state grantees as a group had significantly lower participation rates for Hispanics at the .05 level. The difference in participation rates between national and state grantees is also significant.

Chart 7



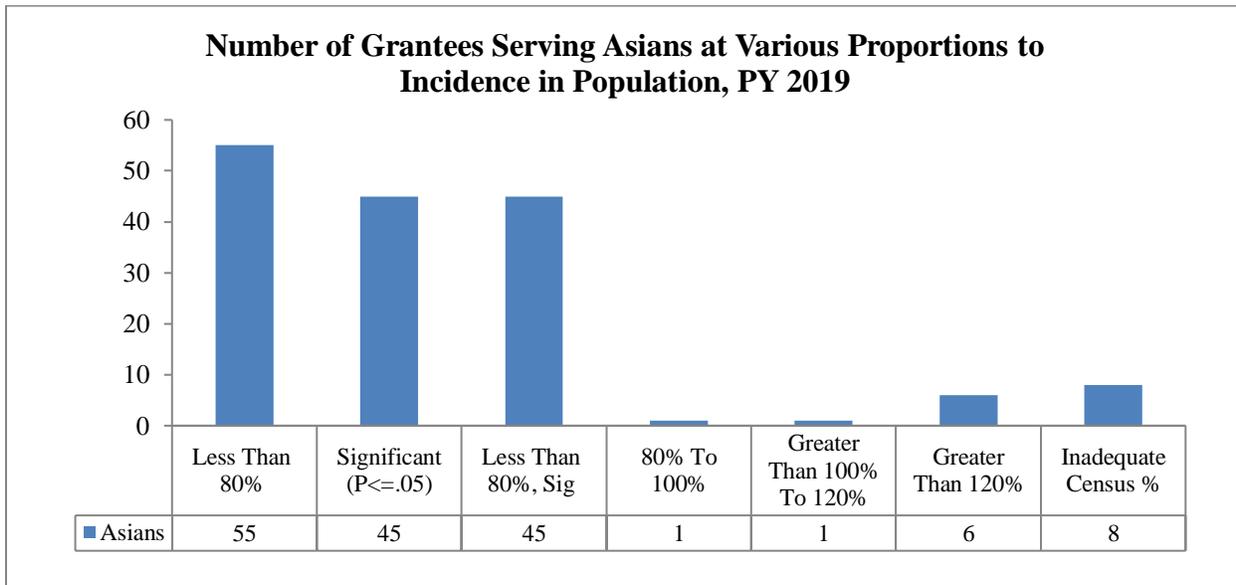
One grantee (NAPCA[S]) had a significantly lower rate of participation for Blacks (less than 80% of the proportion of Blacks in the population with significance at the .05 level), a decrease of one from PY 2018. Sixty-four grantees served 120% or more of the proportion of Blacks in the population, an increase of two from PY 2018. Two grantees had Census estimates that were 0% or too small to permit analysis, two fewer than in PY 2017-2018.

Chart 8



As was true in PY 2015-2018, both state and national grantees had a significantly higher rate of participation for Blacks; these differences are significant at the .05 level. The difference in participation rates between national and state grantees is also significant.

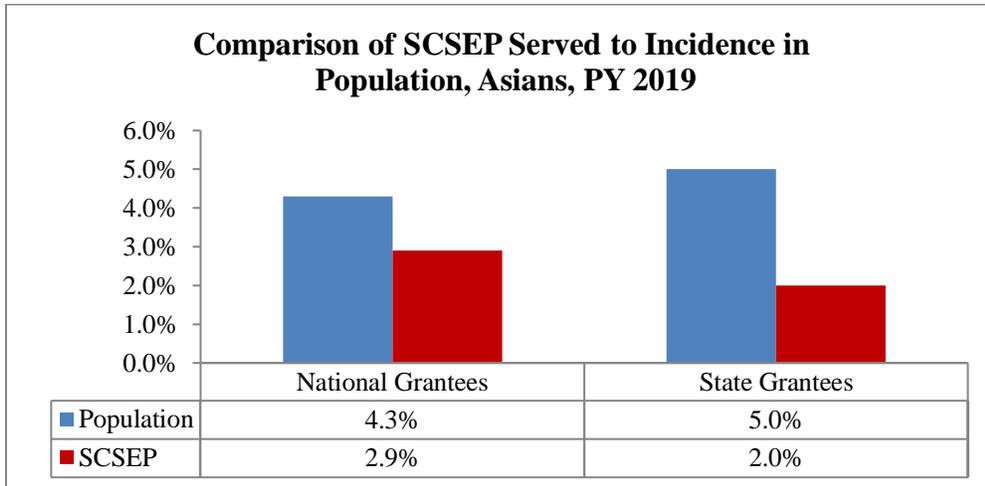
Chart 9



Forty-five grantees had significantly lower participation rates for Asians (less than 80% of the incidence of Asians in the population and statistically significant at the .05 level): AARP, ANPPM, ATD, Easter Seals, Experience Works, Goodwill Industries, IID[S], National Able Network, NCBA, NCOA, NICOA[S], NOWCC, NULI, OAGB, SER, The WorkPlace, VANTAGE, Alabama, Alaska, Arkansas, California, Colorado, Delaware, Florida, Georgia, Illinois, Indiana, Iowa, Kansas, Louisiana, Maryland, Massachusetts, Michigan, Minnesota, Montana, New Hampshire, New Jersey, New York, North Carolina, Ohio, Pennsylvania, Rhode Island, Tennessee, Texas, and Virginia. This

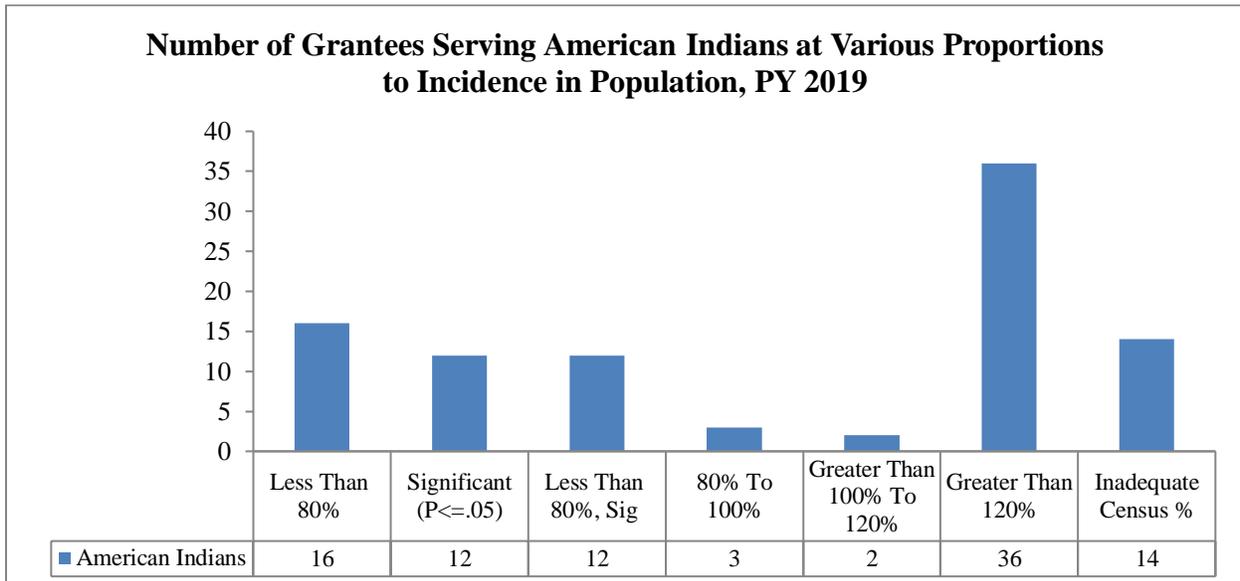
is three fewer than in PY 2018. Six grantees served more than 120% of the proportion of Asians in the population, a decrease of one from PY 2018. Eight of the 71 grantees had Census estimates that were 0% or too small to permit analysis, an increase from five in PY 2018.

Chart 10



Both national and state grantees had significantly lower participation rates for Asians at the .05 level. As in PY 2014 - PY 2018, the difference in participation rates between national grantees and state grantees remains significant.

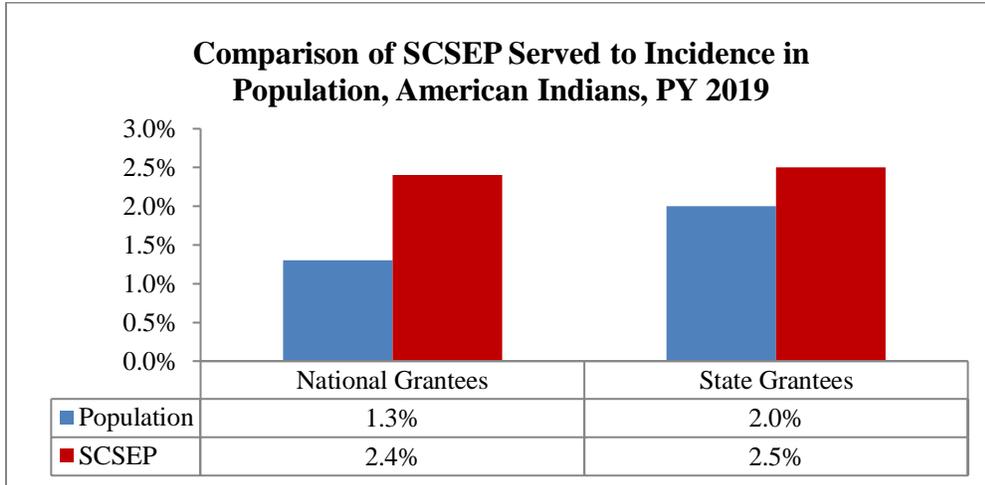
Chart 11



There are many grantees operating in states that have a very small number of American Indians; Census sample sizes for elderly American Indians in poverty for PY 2019 are very small. Twelve grantees served less than 80% of the proportion of American Indians in the population at the .05 level:

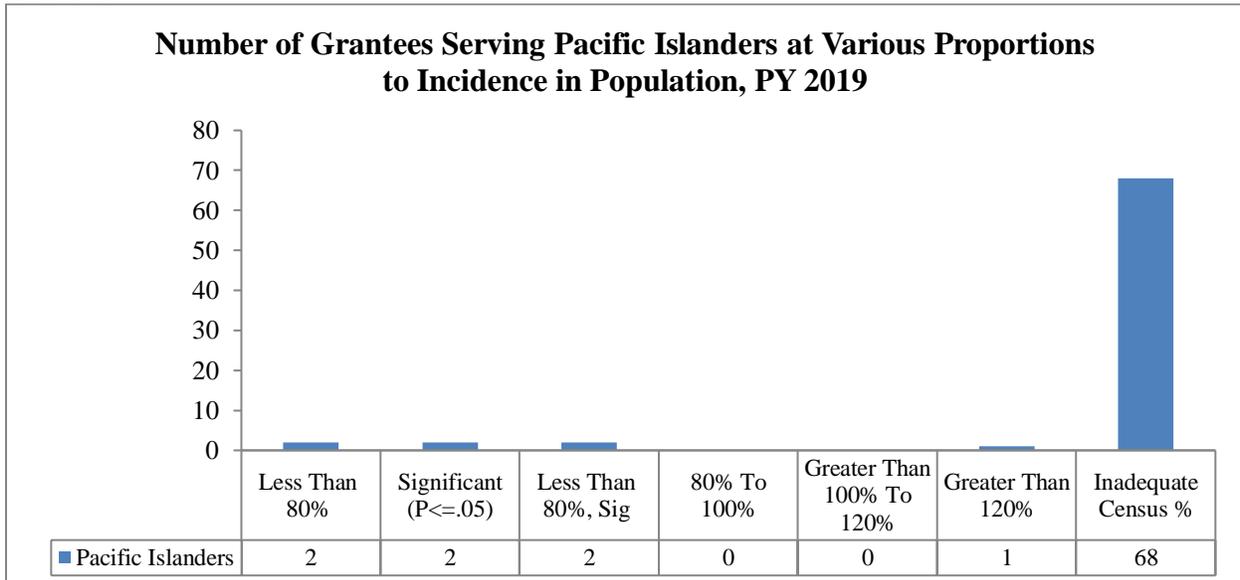
NAPCA[S], NCOA, Arizona, District of Columbia, Idaho, Louisiana, Maryland, Massachusetts, New Hampshire, New Mexico, Rhode Island, and Tennessee. This is an increase of three from PY 2018. Thirty-six grantees served more than 120% of the proportion of American Indians in the population, an increase of three from PY 2018. Fourteen of the 71 grantees had Census estimates that were 0% or too small to permit analysis, a decrease of two from PY 2018.

Chart 12



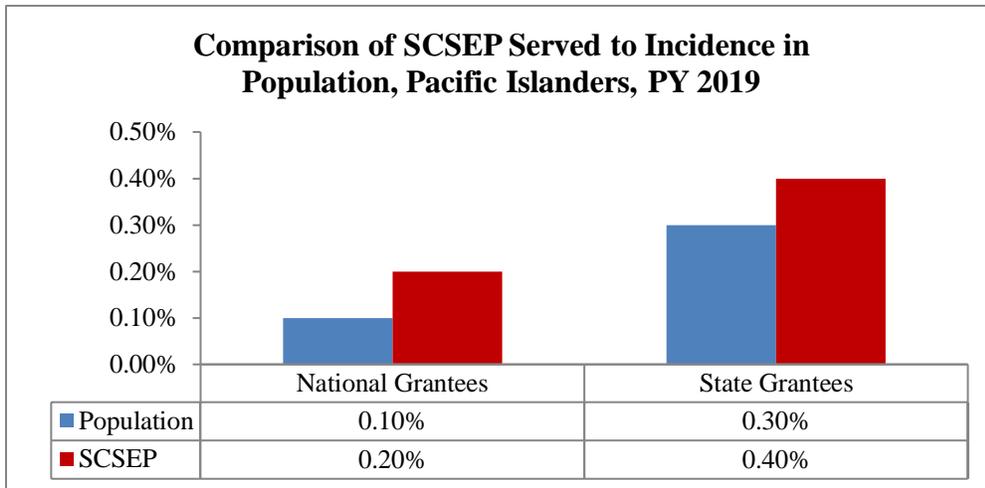
As in PY 2015-2018, both national grantees and state grantees (as groups) substantially over-served American Indians; these differences are significant at the .05 level. The difference in participation rates between national grantees and state grantees is not statistically significant.

Chart 13



There are many grantees operating in states that have a very small number of Pacific Islanders; Census sample sizes for elderly Pacific Islanders in poverty for PY 2019 are very small. Two grantees (Nevada and Utah) served less than 80% of the proportion of Pacific Islanders in the population at the .05 level (an increase of one from PY 2017, 2018). One grantee served more than 120% of the proportion of Pacific Islanders in the population, a decrease from two in PY 2018. Sixty-eight grantees had Census estimates that were 0% or too small to permit analysis, the same as in PY 2018.

Chart 14

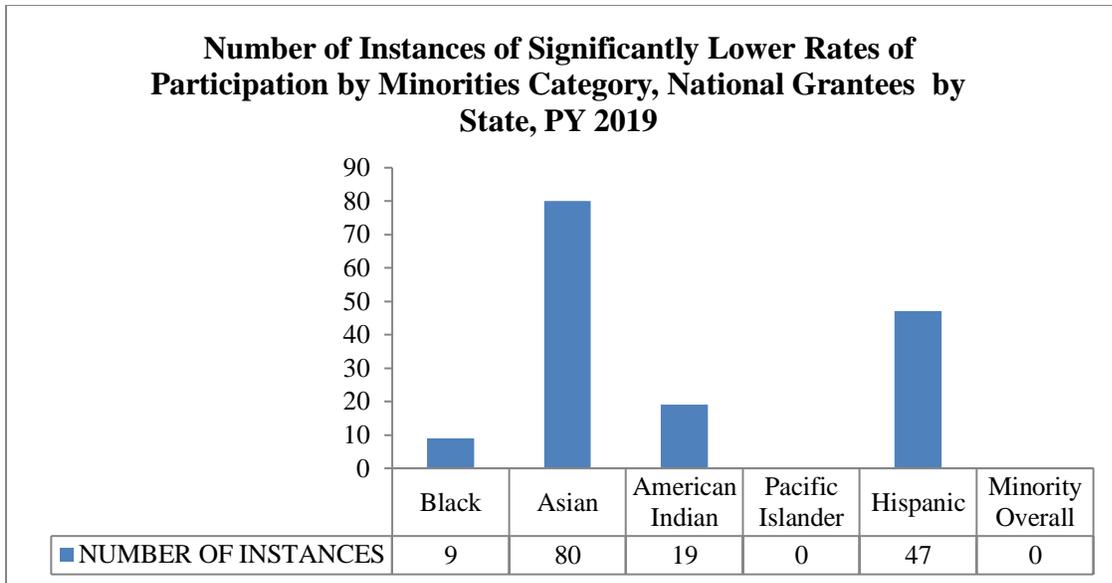


Both national grantees and state grantees had a significantly higher rate of participation for Pacific Islanders. The difference in participation rates between national grantees and state grantees is statistically significant, as was also true in PY 2014-PY 2018.

National Grantees by State Analysis

Chart 15 shows the number of instances of significantly lower participation rates by national grantees in individual states for each minority category while Chart 16 shows the percent of instances of significantly lower participation rates for each category.¹ As seen in Table 1 below, out of a possible 762 instances of service (counting as an instance the six minority categories in each of the 127 states in which the national grantees operated), there were 155 instances, or 20.3% of all possible instances, where significantly lower participation rates occurred. Significantly lower rates of participation, as shown in Chart 16, occurred most often in the Asian and Hispanic categories. The number of significantly lower participation rates shown in Chart 15 decreased for Hispanics from fifty-one in PY 2018 to 47 in PY 2019; it increased for Asians from seventy-three in PY 2018 to 80 in PY 2019.

Chart 15



¹ Due to the national grantee competition in PY 2016, the number of possible instances decreased from PY 2015. For that reason, it is possible to compare the rate of underservice in PY 2016 and later years with the rate in PY 2015 and earlier, but it is not possible to compare the number of instances of under-service in the two time periods.

Chart 16

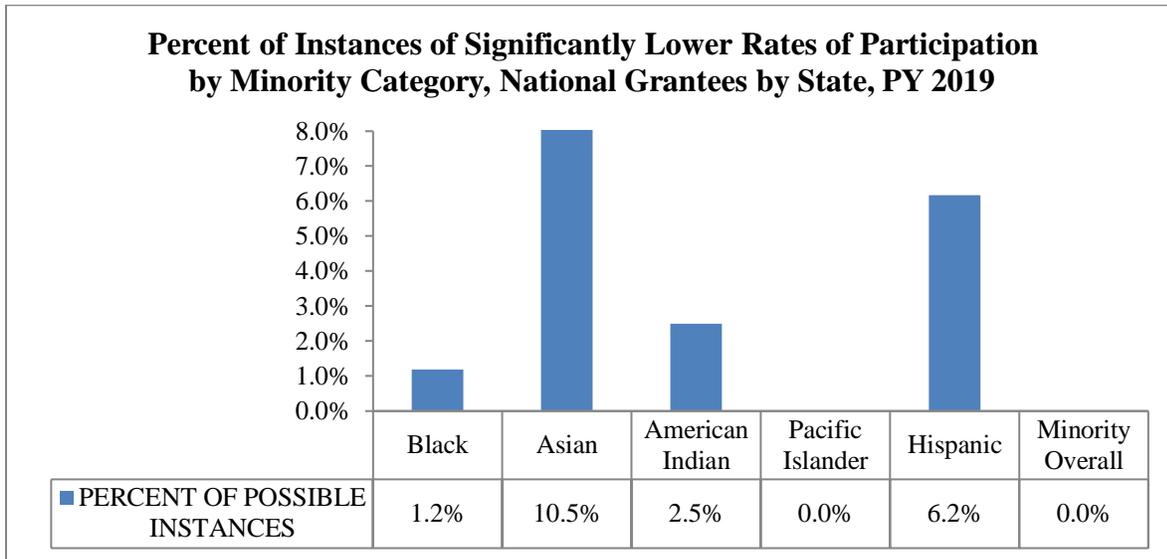


Table 1 (on the next page) shows the instances of significantly lower participation rates (less than 80% and statistically significant) for each national grantee, by minority category, and provides the percentage of possible instances for each national grantee. Four national grantees had significantly lower participation rates in 0% up to 10% of the possible instances, five grantees had significantly lower participation rates in more than 10% up to 20% of the possible instances, nine grantees had significantly lower rates of participation in more than 20% up to 30% of the possible instances, and two grantees had significantly lower participation rates in 30% or more of the possible instances.

Table 1

	Black	Asian	American Indian	Pacific Islander	Hispanic	Minority Overall	Total Instances of Lower Participation Rate	Total Possible Instances	Percent of Possible Instances
AARP	0	12	3	0	9	0	24	84	28.6%
ANPPM	2	5	4	NA	0	0	11	30	36.7%
ATD	0	2	0	NA	0	0	2	24	8.3%
Easter Seals	0	7	0	0	3	0	10	54	18.5%
Experience Works	0	3	0	NA	0	0	3	36	8.3%
Goodwill	0	2	0	0	2	0	4	54	7.4%
IID [S]	1	3	0	NA	1	0	5	24	20.8%
National ABLE	0	4	0	NA	1	0	5	24	20.8%
NAPCA [S]	4	0	4	NA	7	0	15	42	35.7%
NAPCA [G]	1	0	1	0	3	0	5	18	27.8%
NCBA	0	7	2	NA	2	0	11	54	20.4%
NCOA	0	7	4	NA	5	0	16	72	22.2%
NICOA [S]	1	5	0	NA	4	0	10	48	20.8%
NOWCC	0	1	0	NA	0	0	1	6	16.7%
NULI	0	6	NA	NA	2	0	8	36	22.2%
OAGB	0	1	0	NA	0	0	1	12	8.3%
SER	0	4	0	NA	1	0	5	36	13.9%
SSAI	0	7	1	NA	5	0	13	78	16.7%
The WorkPlace	0	3	0	NA	2	0	5	24	20.8%
VANTAGE	0	1	NA	NA	0	0	1	6	16.7%
Totals	9	80	19	0	47	0	155	762	20.3%

Part II: Outcomes: Employment in Q2, Employment in Q4, and Median Earnings

Methodology

These analyses are based on the data that were used to construct the Final PY 2019 QPR for SCSEP. The objective of these analyses is to determine whether minorities experienced employment outcomes comparable to those of the majority population being served in SCSEP. These analyses encompass former participants who experienced employment outcomes between July 1, 2019, and June 30, 2020.

The three employment outcome measures used for the PY 2018 and PY 2019 analyses are employment in the second quarter after the exit quarter (“Q2”), employment in the fourth quarter after the exit quarter (“Q4”), and median earnings – instead of the three Common Measures used in prior reports. These new measures are among the SCSEP core measures implemented on July 1, 2018, to comply with the 2016 amendments to the Older Americans Act. Although these measures are defined differently from the measures used in prior reports, the approach for determining disparities in outcomes is unchanged and thus allows comparison of the PY 2018 and PY 2019 results with those of prior years.

The Q2 employment rate is defined as the percentage of exiters employed in the second quarter after the exit quarter. It is calculated by counting as employed any exiter with employment earnings during that quarter. The Q4 employment rate is defined as the percentage of exiters employed in the fourth quarter after the exit quarter. It is calculated by counting as employed any exiter with employment earnings during that quarter. The median earnings measure is calculated for those employed in the second quarter after the exit quarter. All wages for this measure are arrayed in order, from the lowest value to the highest; the value in the middle of this array is the median earnings value.

For the race analyses, the employment outcomes for each racial minority (Black, Asian, American Indian, and Pacific Islander) are compared with the outcomes for Whites. For ethnicity, Hispanics are compared to those who are not Hispanic. In addition, all who are in any minority racial or ethnic group are compared in the aggregate to those who are not part of any racial or ethnic minority. The rates of employment in Q2 and employment in Q4 are tested using Fisher’s exact test with an adjustment for multiple comparisons (Bonferroni) to determine whether the difference in outcome might have occurred by chance. If the test shows that the difference could have occurred by chance fewer than 5 times in 100², the difference is considered statistically significant. The Wilcoxon test is used for the median earnings measure. The Wilcoxon test is a non-parametric alternative to the paired t-test. Both Fishers’ and Wilcoxon tests are two-sided tests with significance level $p < 0.05$, meaning there are fewer than 5 chances in 100 that the result would have occurred by chance. All test results are provided in the appendices in Volume II.

This report focuses on differences where a minority group is disadvantaged. In cases where the majority group is the one with a lower employment outcome rate, the aggregate test results are only noted in Volume I at the nationwide, national grantee, and state grantee levels. In those cases, the summary text and the italicized bullets next to each chart also note where a racial group, Hispanics, or minorities overall have significantly more positive rates than the non-minority group in regard to

² A chance of less than 5 in 100 is the traditional standard used in most social science research.

any of the employment outcomes. Advantage to the minority group is not highlighted in the tables in Volume II.

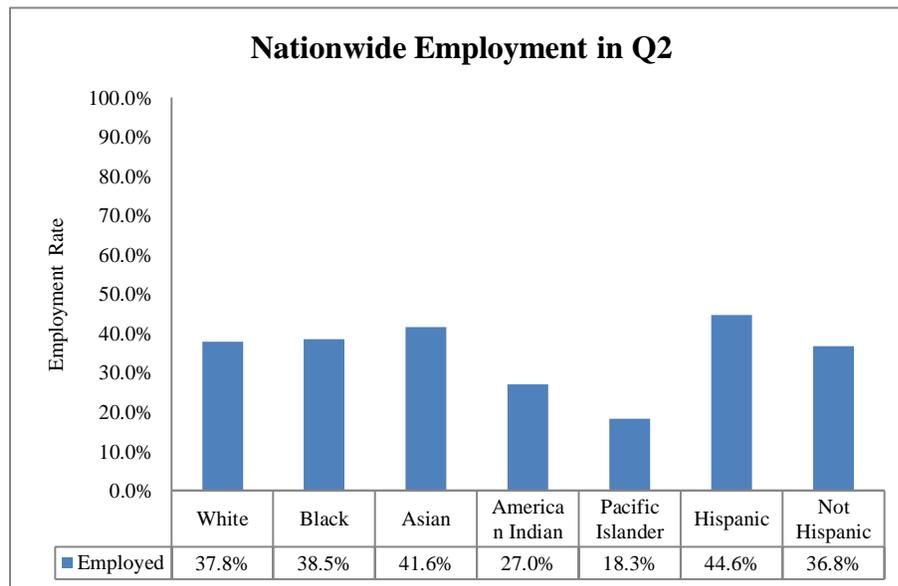
There are several special features of the way data are displayed in the tables in Volume II. Where there are small numbers of any category in an analysis, the observed difference in percentages for a particular outcome may look substantive but may nonetheless have occurred by chance; those cells in the table will be marked appropriately as not having a statistically significant difference. Where numbers are too small to permit analysis, the cells in the tables are also marked. If there are no data for a particular analysis for a grantee or for a national grantee in the state within which it operates, the row is eliminated rather than leaving all zeroes in that row. In some instances, there are slight discrepancies between the reported outcomes (a fraction of a percent or, for median earnings, a few dollars) for national or state grantees in Volume I and the data in the tables for those groups in Volume II. A complete explanation of these discrepancies and of the significance testing is presented in the *Technical Notes on Reading the Tables in Appendices C-H*.

Employment in Q2³

The first chart presents the employment in Q2 rates for each racial and ethnic category for all grantees nationwide in PY 2019. Whites are presented in the first bar as the comparison group for determining disparate outcomes for the minority groups arrayed to the right. The last two bars compare Hispanics to all of those who are not Hispanic. The next three charts present the data by race, ethnicity, and minority status, nationwide and by state and national grantees as groups.

The PY 2019 results for Charts 1-4 show that Whites were employed in Q2 significantly more often than American Indians at the nationwide and national grantee levels; and Whites were employed in Q2 significantly more often than Pacific Islanders at the nationwide and state grantee levels. At nationwide and national grantee levels, Hispanics were employed in Q2 significantly more often than non-Hispanics, and minorities were employed significantly more often than non-minorities.

Chart 1: Employment in Q2 Nationwide by Race and Ethnicity

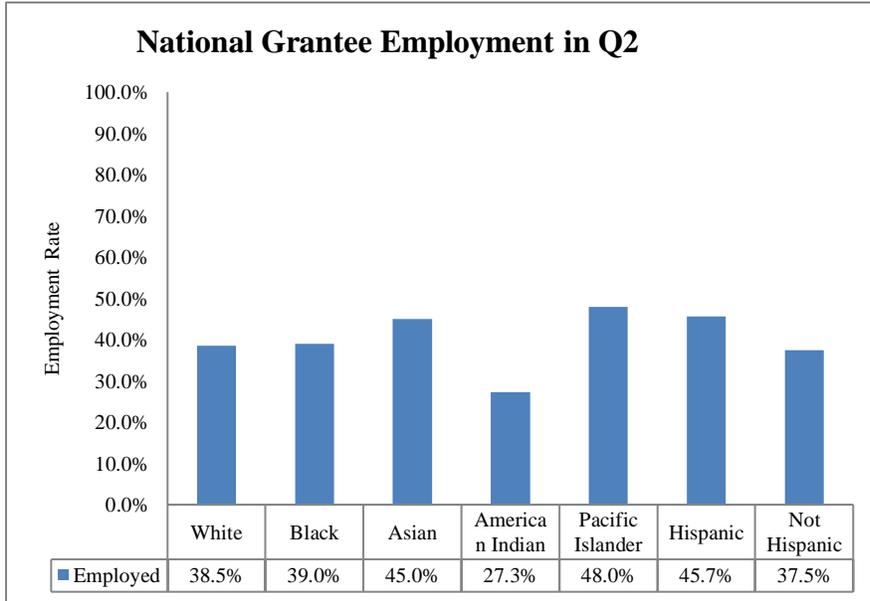


• Whites were employed in Q2 significantly more often than American Indians and Pacific Islanders.

• Hispanics were employed in Q2 significantly more often than non-Hispanics.

³ In the analyses of Q2 and Q4 employment outcomes, differences between groups are only reported when there is a statistically significant difference in the percentages based on a standard test (Fisher's Z), and (except for the nationwide, national grantee, and state grantee aggregate measures) the difference disadvantages the minority category.

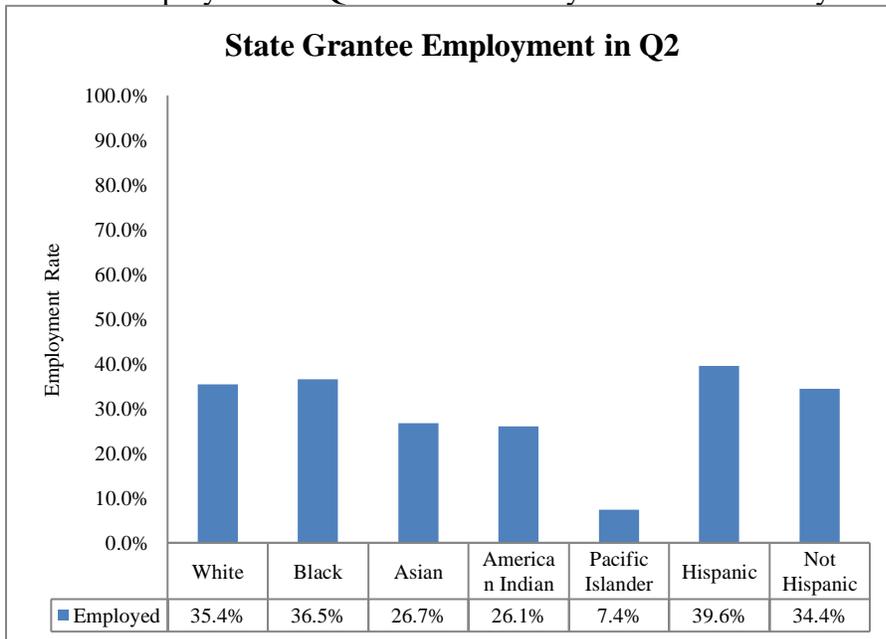
Chart 2: Employment in Q2 National Grantee by Race and Ethnicity



•Whites were employed in Q2 significantly more often than American Indians.

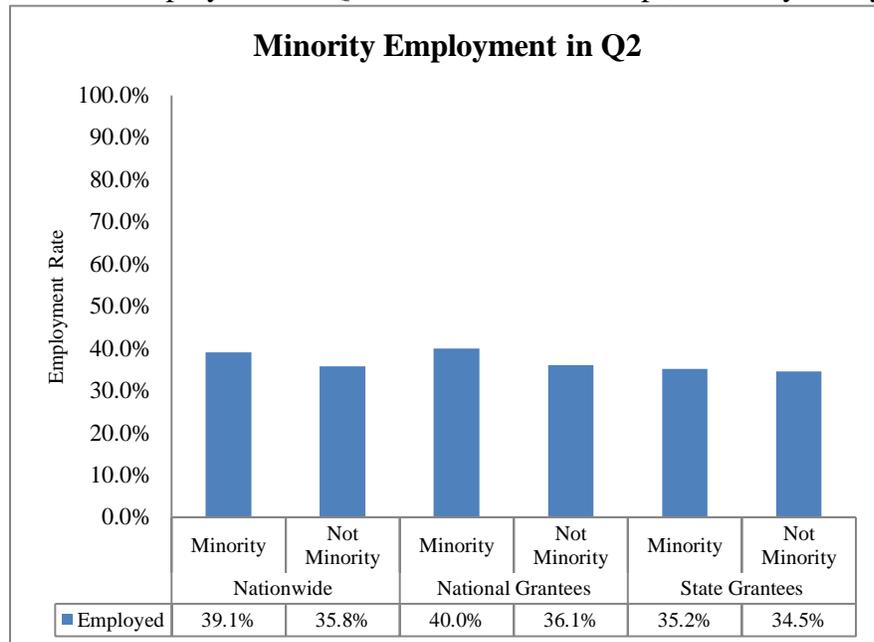
•Hispanics were employed in Q2 significantly more often than non-Hispanics.

Chart 3: Employment in Q2 State Grantee by Race and Ethnicity



•Whites were employed in Q2 significantly more often than Pacific Islanders.

Chart 4: Employment in Q2 for All Grantee Groups, Minority Analysis



• Nationwide and among national grantees, minorities were employed in Q2 significantly more often than non-minorities.

Individual Grantees

The following individual grantees have minorities experiencing a disadvantage compared to non-minorities in regard to employment in Q2:

- AARP: Blacks were employed significantly less often than Whites.
- SER: Blacks were employed significantly less often than Whites.
- Alabama: Blacks were employed significantly less often than Whites, and minorities were employed significantly less often than non-minorities.
- Washington: Blacks were employed significantly less often than Whites.
- SER: Minorities were employed significantly less often than non-minorities.
- Arkansas: Minorities were employed significantly less often than non-minorities.
- Washington: Minorities were employed significantly less often than non-minorities.

Grantees experienced eight instances of significant differences in Q2 employment in PY 2019; grantees experienced five instances of significant differences in entered employment in PY 2018.

National Grantees by State

The analyses above of employment in the second quarter after the exit quarter were conducted at the nationwide level, for each grantee, and for all state grantees and all national grantees as groups. The same analyses were also used to determine if there were disparities in outcomes for minority participants for each national grantee in each of the individual states in which the national grantee operated. Only disparities that disadvantaged a minority group are reported.

Table 1: Disparities in Employment in Q2 for National Grantees by State, Racial Categories, Ethnicity, and Minority Overall

Grantee/State	Race and Ethnicity^[1]	Minority Overall^[2]
AARP/Arkansas	Black	X
AARP/Indiana	Black	X
AARP/Texas	Black	
Goodwill/Ohio	Black	X
NCOA/North Carolina	Black	X
NUL/Pennsylvania	Black	X
SER/Wisconsin	Black	X
SSAI/Illinois	Black	X
SSAI/Minnesota	Black	X
SSAI/Texas	Black	

[1] Minority race categories are compared to Whites, and Hispanics are compared to those who are not Hispanic.

[2] All minority race and ethnic categories are compared to Whites who are not Hispanic.

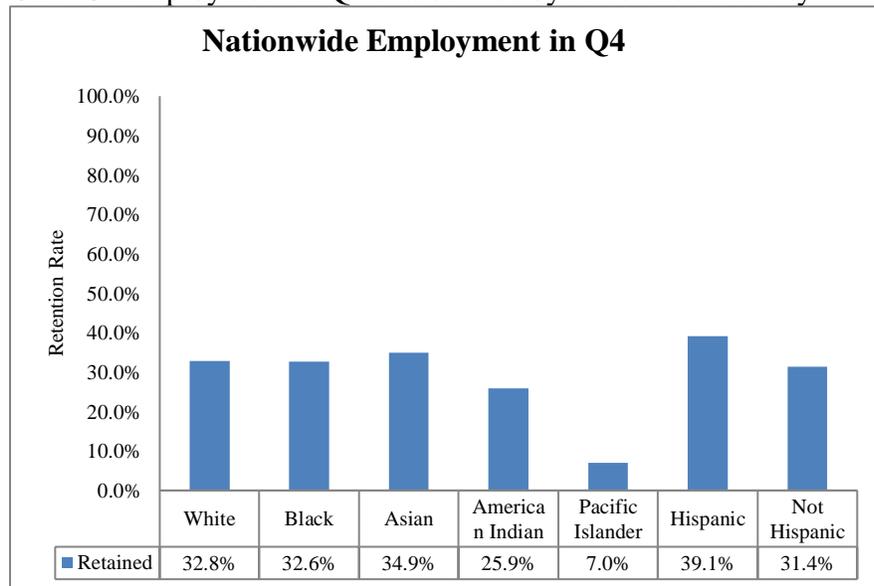
There were eighteen instances of any minority category being disadvantaged in Q2 Employment in PY 2019; there were thirteen instances of any minority category being disadvantaged in Q2 Employment in PY 2018.

Employment in Q4⁴

Chart 5 presents employment in Q4 for all grantees nationwide in PY 2019. Charts 6 and 7 present employment in Q4 rates for all national grantees and all state grantees as groups. Whites are presented in the first bar as the comparison group for determining disparate outcomes for the minority groups arrayed to the right. The last two bars show the comparison between Hispanics and those not Hispanic. The PY 2019 results for Charts 5-7 show that Whites were employed in Q4 significantly more often than American Indians at the national grantee level, and Whites were employed in Q4 significantly more often than Pacific Islanders at the nationwide and state levels. At all three levels, Hispanics were employed in Q4 significantly more often than non-Hispanics.

The analysis in Chart 8 is broader in nature, comparing all minorities to non-minorities: minorities were employed in Q4 significantly more often than non-minorities nationwide and among national grantees.

Chart 5: Employment in Q4 Nationwide by Race and Ethnicity

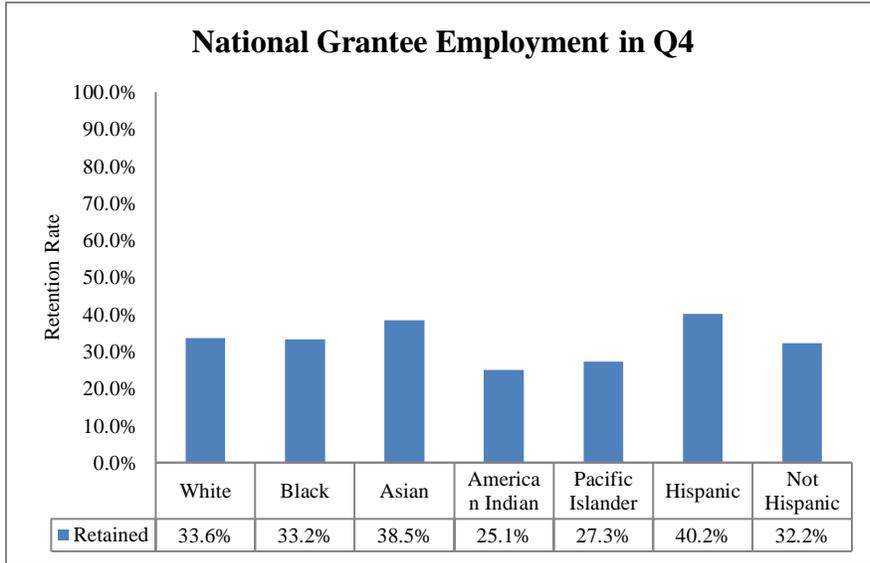


•Whites were employed in Q4 significantly more often than Pacific Islanders.

•Hispanics were employed in Q4 significantly more often than non-Hispanics.

⁴ In the analyses of employment outcomes, differences between groups are only reported when there is a statistically significant difference in the percentages based on a standard test (Fisher's Z), and (except for the nationwide, national grantee, and state grantee aggregate measures) the difference disadvantages the minority.

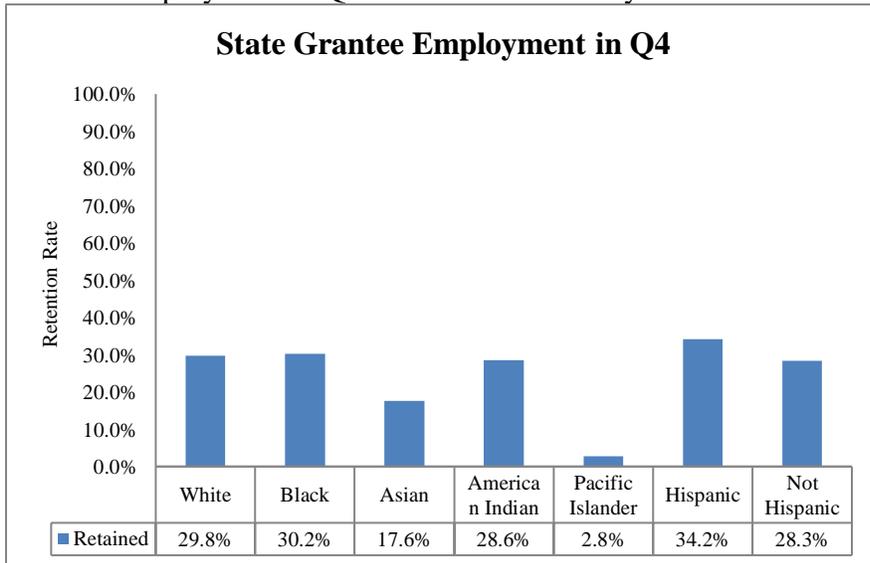
Chart 6: Employment in Q4 for National Grantees by Race and Ethnicity



•Whites were employed in Q4 significantly more often than American Indians.

•Hispanics were employed in Q4 significantly more often than non-Hispanics.

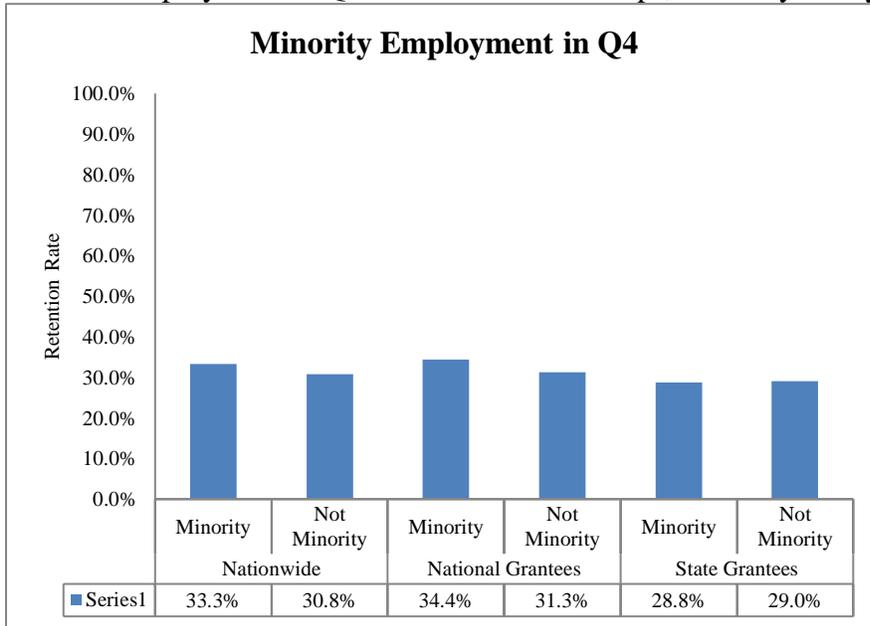
Chart 7: Employment in Q4 for State Grantees by Race and Ethnicity



•Whites were employed in Q4 significantly more often than Pacific Islanders.

•Hispanics were employed in Q4 significantly more often than non-Hispanics.

Chart 8: Employment in Q4 for All Grantee Groups, Minority Analysis



• *Nationwide and among national grantees, minorities were employed in Q4 significantly more often than non-minorities.*

Individual Grantees

The following individual grantees have minorities experiencing a disadvantage compared to non-minorities in regard to employment in Q4:

- AARP: Blacks were employed significantly less often than Whites.
- SER: Blacks were employed significantly less often than Whites.
- California: Blacks were employed significantly less often than Whites.
- Illinois: Blacks were employed significantly less often than Whites.
- Kansas: Blacks were employed significantly less often than Whites, and minorities were employed significantly less often than non-minorities.
- SER: Minorities were employed significantly less often than non-minorities.

Grantees experienced seven instances of significant differences in Q4 employment in PY2019; grantees experienced six instances of significant differences in Q4 employment in PY 2018.

National Grantees by State

The analyses above of employment in the fourth quarter after the exit quarter were conducted at the nationwide level, for each grantee, and for all state grantees and all national grantees as groups. The same analyses were also used to determine if there were disparities in outcomes for minority participants for each national grantee in each of the individual states in which the national grantee operated. Only disparities that disadvantaged a minority group are reported in the table on the next page.

Table 2: Disparities in Employment in Q4 for National Grantees by State, Racial Categories, Ethnicity, and Minority Overall

Grantee/State	Race and Ethnicity^[1]	Minority Overall^[2]
AARP/Arkansas	Black	X
AARP/Pennsylvania	Hispanic	X
AARP/Texas	Black	
AARP/Washington	Black	X
Goodwill/Ohio	Black	X
NCOA/California		X
SER/Wisconsin	Black	X
SSAI/New York		X

[1] Minority race categories are compared to Whites, and Hispanics are compared to those who are not Hispanic.

[2] All minority race and ethnic categories are compared to Whites who are not Hispanic.

There were thirteen instances of any minority category being disadvantaged in regard to Q4 employment in PY 2019; there were eight instances of any minority category being disadvantaged in regard to Q4 employment in PY 2018.

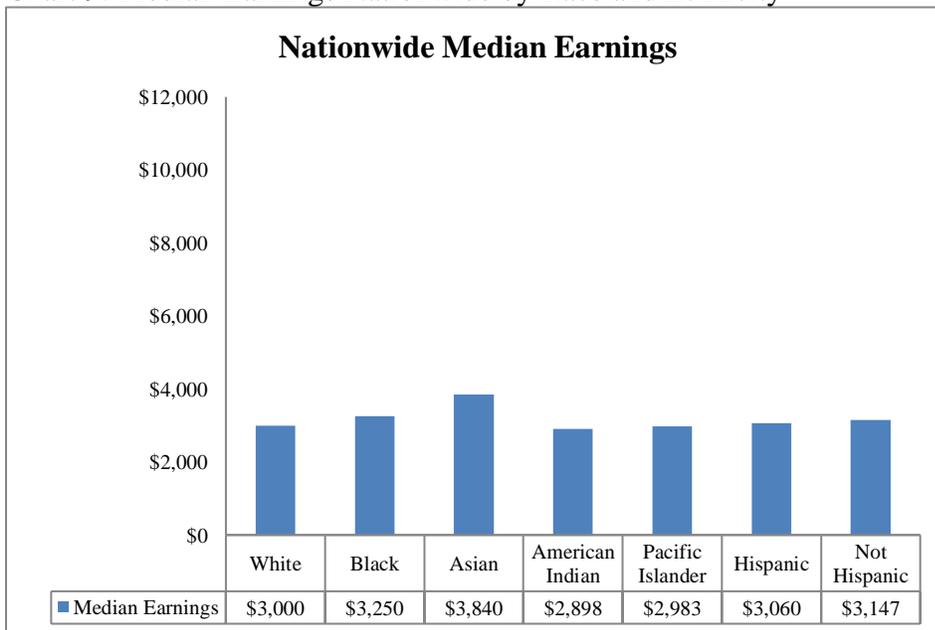
Median Earnings⁵

Median earnings for SCSEP participants are reported only when the individual participants have employment in the second quarter after the exit quarter. All wages for this measure are arrayed in order, from the lowest value to the highest; the value in the middle of this array is the median earnings value.

Chart 9 presents the median earnings by race and ethnicity for all grantees nationwide in PY2019; Charts 10 and 11 present median earnings by race and ethnicity for national grantees and state grantees as groups. Whites are presented in the first bar as the comparison group for determining disparate outcomes for the minority groups arrayed to the right. The last two bars show the comparison between Hispanic and non-Hispanic and between minorities and non-minorities. Blacks and Asians earned significantly more than Whites at the nationwide and national grantee levels. There were no significant differences in earnings for Hispanics at any level.

Chart 12 presents median earnings for minorities overall for all three groups of grantees. Nationwide and among national grantees, minorities earned significantly more than non-minorities.

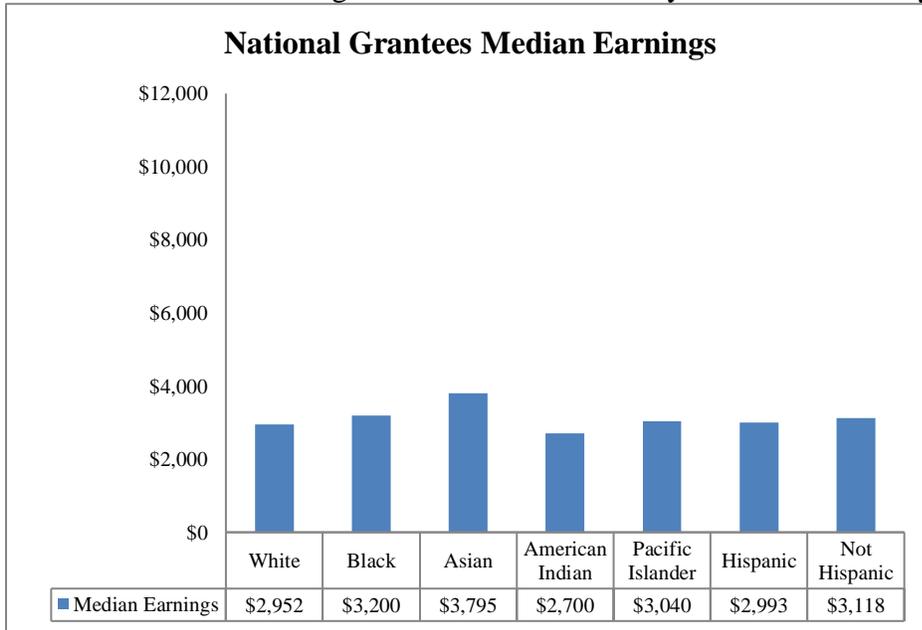
Chart 9: Median Earnings Nationwide by Race and Ethnicity



- Blacks and Asians earned significantly more than Whites.
- There were no significant differences in median earnings between Hispanics and non-Hispanics.

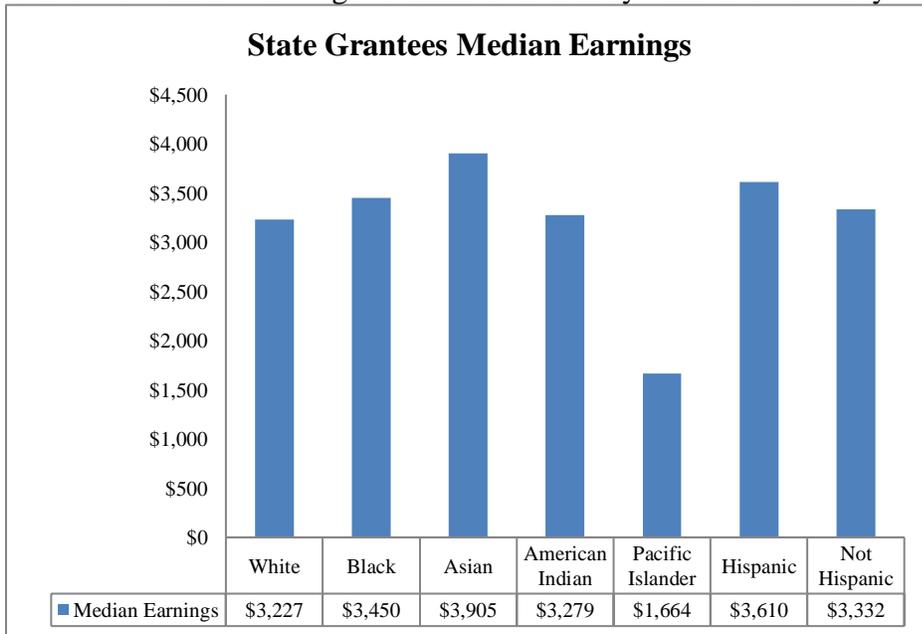
⁵ In the following analyses, differences between group median earnings are only reported when there is a statistically significant difference in the median based on the Wilcoxon test, and (except for the nationwide, national grantee, and state grantee aggregate measures) the difference disadvantages the minority.

Chart 10: Median Earnings for National Grantees by Race and Ethnicity



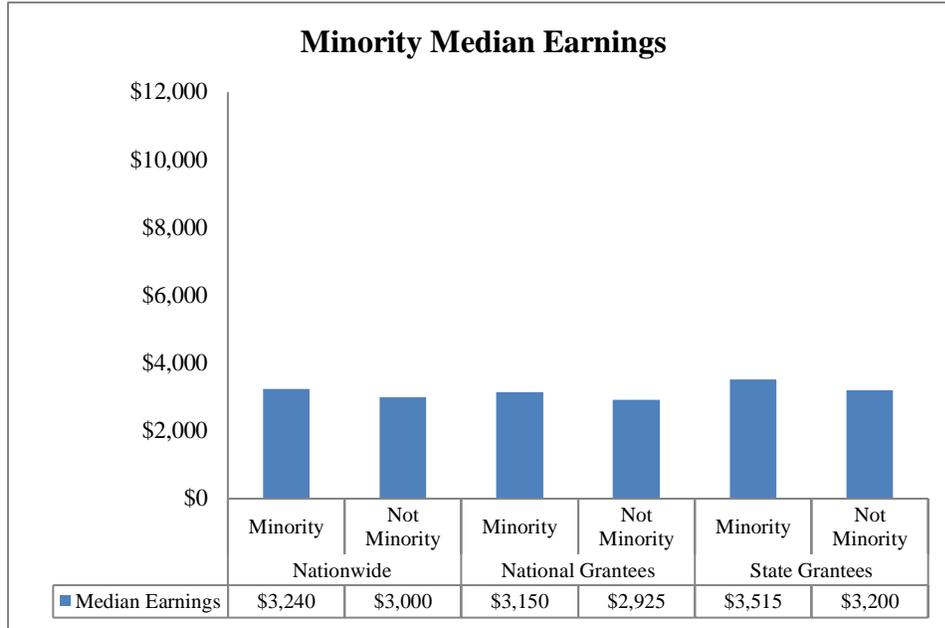
- Blacks and Asians earned significantly more than Whites.
- There were no significant differences in median earnings between Hispanics and non-Hispanics.

Chart 11: Median Earnings for State Grantees by Race and Ethnicity



- There were no significant differences in median earnings between Whites and other groups.
- There were no significant differences in median earnings between Hispanics and non-Hispanics.

Chart 12: Median Earnings Minority Analysis



• *Nationwide and among national grantees, minorities earned significantly more than non-minorities.*

Individual Grantees

The following individual grantees have minorities that experienced a disadvantage compared to non-minorities in regard to median earnings:

- NAPCA[G]: Blacks earned significantly less on average than Whites.
- NUL: Asians earned significantly less on average than Whites.
- AARP: Hispanics earned significantly less on average than non-Hispanics.
- Alabama: Minorities earned significantly less on average than non-minorities.

Grantees experienced four (4) instances of significant differences in median earnings for any minority category in PY 2019; grantees experienced one (1) instance of significant differences in median earnings for any minority category in PY 2018.

National Grantees by State

The analyses of average earnings provided above were conducted at the nationwide level, for each grantee and for all state grantees and all national grantees as groups. The same analyses were also used to determine if there were disparities in earnings outcomes for minority participants for each national grantee in each of the individual states in which the national grantee operated. The results are reported in Table 3.

Table 3: Disparities in Median Earnings for National Grantees by State, Racial Categories, Ethnicity, and Minority Overall

Grantee/State	Race and Ethnicity^[1]	Minority Overall^[2]
Goodwill/Ohio	Black	X
NAPCA[G]/California	Black	
NCBA/North Carolina	Black	X
NCOA/California	Hispanic	
NCOA/North Carolina	Black	X
NCOA/New Jersey	Black	X
OAGB/Massachusetts		X
SSAI/Mississippi	Black	X

There were thirteen instances of any minority category being disadvantaged in regard to median earnings in PY 2019; there were seven instances of any minority category being disadvantaged in regard to average earnings in PY 2018.